

**EEO PUBLIC FILE REPORT
FOR**

**STATION WLNS
LANSING, MI**

This EEO Public File Report
Covers the period of
June 1, 2008 to May 22, 2009

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WLNS's public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the period of June 1, 2008 to May 22, 2009, the station filled the following full-time vacancies:

Account Manager
Reporter
Weekend Meteorologist

The station interviewed a total of 29 people for full-time vacancies filled under the FCC guidelines during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
WLNS (Internal Posting)	3
WLNS (Website Posting)	7
Collective Talent	0
Cristo Rey Employment & Training	0
Ingham County Women's Commission	0
Lansing Community College	0
Medialine	0
Michigan Association of Broadcasters	1
NAACP – Jackson County Branch	0
NAACP – Lansing Chapter	0
National Academy of Television Arts & Sciences	0
National Association of Broadcasters	0
South Central Michigan Works	1
Specs Howard School	0
TVJobs	0
Women in Communications	0
Young Broadcasting Sister Stations	0
Other (Call-In/Walk-In)	5
Other (Former Employee)	1
Other (UNITY Convention Career Fair)	11

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

ATTACHMENT "A" FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	Account Manager	Recruitment Source That Referred the Hiree:	WLNS Website
Date Vacancy Opened:	06/02/08	Total Number of Persons Interviewed for the Vacancy:	13
Date Vacancy Filled:	08/06/08		

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	4	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	1	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No

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Date Vacancy Opened:	<u>06/02/08</u>	Total Number of Persons Interviewed for the Vacancy:	<u>13</u>
Date Vacancy Filled:	<u>08/06/08</u>		

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	1	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Lisa Blankers	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Nanette Lavergne	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Katie Kester	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Lewis Snyder	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Melissa Feldman	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Sandra Osborne	(615) 369-7222 Post via Fax (615) 244-2117	0	No

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Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Heather Tanny	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Christa Kerman	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Former Employee)				1	No
Other (Call In/Walk In)				5	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:	<u>Reporter</u>	Recruitment Source That Referred the Hiree:	<u>Internal Station Posting</u>
Date Vacancy Opened:	<u>06/17/08</u>	Total Number of Persons Interviewed for the Vacancy:	<u>14</u>
Date Vacancy Filled:	<u>08/18/08</u>		

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	2	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248)737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No

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Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Lisa Blankers	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Nanette Lavergne	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Katie Kester	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Lewis Snyder	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Melissa Feldman	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Sandra Osborne	(615) 369-7222 Post via Fax (615) 244-2117	0	No

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WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Heather Tanny	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Christa Kerman	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Collective Talent	1721 Richardson Place Tampa, FL 33606	Michael Bille	(813) 254-9695 Post @ collectivetalent.com	0	No
National Academy of Television Arts & Sciences	Email: mdesign04@yahoo.com		Post via email	0	No
Other (UNITY Convention)				11	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:	<u>Weekend Meteorologist</u>	Recruitment Source That Referred the Hiree:	<u>Internal Station Posting</u>
Date Vacancy Opened:	<u>01/23/09</u>	Total Number of Persons Interviewed for the Vacancy:	<u>2</u>
Date Vacancy Filled:	<u>03/30/09</u>		

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	1	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No

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Date Vacancy Filled:	<u>03/30/09</u>		

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Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Lisa Blankers	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFF-TV	1808 Eraste Landry Road Lafayette, LA 70506	Nanette Lavergne	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Katie Kester	(563) 383-7000 Post via Fax (563) 383-7065	0	No
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WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Heather Tanny	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Christa Kerman	(518) 436-4822 Post via Fax (518) 462-6065	0	No
National Academy of Television Arts & Sciences	Email: mdesign04@yahoo.com		Post via email	0	No

ATTACHMENT "B"

MENU OPTION ACTIVITIES

Station WLNS-TV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
#1 Participate in Job Fair	UNITY '08 Career Fair	From July 23, 2008 to July 27, 2008 Young Broadcasting Inc. participated in the UNITY '08 Career Fair as part of the UNITY '08 Convention. The career fair gave attendees the opportunity to learn about potential openings available within the organization. Phil Hendrix from WLNS was one of the four Young Broadcasting Inc. representatives that manned the booth and had substantial responsibility in making hiring decisions.
#1 Participate in Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Kalamazoo, MI	On October 1, 2008, WLNS participated in the MAB Career Fair in Kalamazoo, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals". WLNS aired promotional advertisements to help the MAB promote the event. The WLNS employee attending the fair had substantial responsibility in making hiring decisions.
#1 Participate in Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Mt. Pleasant, MI	On October 7, 2008, WLNS participated in the MAB Career Fair in Mt. Pleasant, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals". WLNS aired promotional advertisements to help the MAB promote the event. The WLNS employee attending the fair had substantial responsibility in making hiring decisions.
#1 Participate in Job Fair	Michigan Association of Broadcasters Foundation (MABF) Career Fair Grand Rapids, MI	On March 11, 2009, WLNS participated in the MABF Career Fair in Grand Rapids, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals". WLNS aired promotional advertisements to help the MAB promote the event. The WLNS employee attending the fair had substantial responsibility in making hiring decisions.
#5 Internship Program	Summer Term News Interns	From June 2008 - September 2008 the News Department hosted six (6) interns. The interns worked in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.
#5 Internship Program	Summer Term Production Interns	From June 2008 - August 2008 the Production Department hosted five (5) interns. The interns participated in activities involving commercial production, live remote production, station promotion production, and live on-air news production.
#5 Internship Program	Fall Term News Interns	From September 2008 - December 2008 the News Department hosted two (2) interns. The interns worked in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.
#5 Internship Program	Fall Term Production Interns	From September 2008 - December 2008 the Production Department hosted two (2) interns. The interns participated in activities involving commercial production, live remote production, station promotion production, and the live on-air news production.
#5 Internship Program	Winter Term News Interns	From January 2009 - April 2009 the News Department hosted eight (8) interns. The interns worked in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.

ATTACHMENT "B"

MENU OPTION ACTIVITIES

Station WLNS-TV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
#5 Internship Program	Winter Term Production Interns	From January 2009 - May 2009 the Production Department hosted three (3) interns. The interns participated in activities involving commercial production, live remote production, station promotion production, and the live on-air news production.
#10 Events by Educational Institutions	Station Tour Grand Ledge High School	On September 18, 2008, WLNS hosted a group of about 20 broadcasting/journalism students from Grand Ledge High School for a tour and a sit-in on our noon newscast. Following the newscast, the anchors stayed around and answered questions for the group.
#10 Events by Educational Institutions	Career Day Waverly Middle School	On March 10, 2009 WLNS participated in Waverly Middle School's Career Day. For approximately 2 hours the representative answered questions about broadcast careers as well as specific questions about software and equipment used in the live broadcasts.

For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (I.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.